

EQUITY-MINDED MENTORING TOOLKIT



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ACTIVITY 2

REFLECTING ON YOUR MENTORING NETWORK

The questions in the previous activity are designed to facilitate critical thinking about your own and your mentor/mentee's unique positionalities. Conversations between mentors and mentees that explicitly address tensions between institutional norms and personal values build foundational support and understanding for the relationship (Inman, 2020). This foundation allows mentors and mentees to challenge a traditional hierarchy in mentoring relationships and instead value sharing power and creating equitable allyship (Kim et al., 2021). To facilitate this eventual conversation with your mentor/mentee, you also need to be aware of who else/what other support comprises your own and your mentor/mentee's mentoring relationships. Prior scholarship has shown that, in a workplace setting, individuals with multiple mentors experienced enhanced commitment to their organization, job satisfaction, and clarity of career expectations (Baugh & Scandura, 2000). In sports-related coaching programs, researchers have similarly documented the utility of multiple mentors, as a mentoring network may help mentees "overcome some of the inherent micro-political problems" and offer "bespoke and emotional support" (Sawiuk et al., 2016, p. 411). Over the last few decades, the multiple mentor model has made its way into the public interest (Fawal, 2018; Westring, 2021), and some universities have developed and shared best practices (Wake Forest University Mentoring Resource Center, 2023).

Please complete the template of a mentoring map on the following page to identify the people/places/communities you consider to be influential in the listed areas. This map is designed for you to fill out and identify the areas in which you have support and the areas in which you would like more support, and to concretely gather these resources. Multiple individuals and avenues can support your development as a mentor or mentee. While some areas of support may be more readily relevant to mentee development, we also encourage you to engage this activity if you are a mentor, as you can also benefit from support for your individual growth and development in mentoring skills. In developing an honest and communicative relationship, mentors and mentees can share power and privilege in the service of the relational development (Inman, 2020). One person can't and shouldn't provide every form of mentoring support, and it's important to recognize individuals' strengths in their mentoring capacities.



SAFE SPACE

1. _____

2. _____

3. _____

EMOTIONAL SUPPORT

1. _____

2. _____

3. _____

ACCOUNTABILITY

1. _____

2. _____

3. _____

**INTELLECTUAL
COMMUNITY**

1. _____

2. _____

3. _____

**PROFESSIONAL
DEVELOPMENT**

1. _____

2. _____

3. _____

**ACCESS TO
OPPORTUNITIES**

1. _____

2. _____

3. _____

**SUBSTANTIVE
FEEDBACK**

1. _____

2. _____

3. _____

**ACADEMIC
MILESTONES**

1. _____

2. _____

3. _____

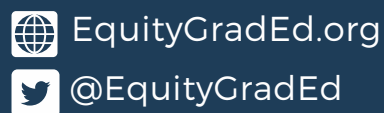
**IDENTITY-RELEVANT
ADVICE OR RESOURCES**

1. _____

2. _____

3. _____

(A digital version of this map is available [online here](#). This map has been developed and adapted from the National Center for Faculty Diversity and Development (NCFDD)'s mentoring map.



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